

2. Участь жінок у збройних силах: забезпечення можливостей для жінок вступати до збройних сил і брати участь у захисті країни. Це може сприяти розбиттю стереотипів та підвищенню рівня довіри до жінок-військовослужбовців;

3. Інформаційна кампанія та освіта: проведення інформаційних кампаній та освітніх заходів, спрямованих на підвищення обізнаності громадськості про принципи гендерної рівності та недискримінації; може сприяти зміні уявлень та поглядів, позбавленню стереотипів;

4. Моніторинг і звітність: система моніторингу й звітності може бути встановлена для відстеження випадків гендерної дискримінації та використання відповідних заходів для запобігання їй;

5. Залучення міжнародного співтовариства: уряд може співпрацювати з міжнародними організаціями та партнерами для обміну найкращими практиками та отримання підтримки у забезпеченні гендерної рівності та недискримінації.

Таким чином, в умовах воєнного стану необхідно вдосконалювати механізми забезпечення гендерної рівності та недискримінації. Впровадження законодавчих заходів, стимулювання участі жінок у військових справах, проведення інформаційних кампаній та забезпечення моніторингу та звітності є важливими кроками для створення справедливого та рівного середовища в умовах конфлікту. Ці заходи не лише забезпечують захист прав кожної особи, незалежно від її статі чи гендерної ідентичності, а й сприяють побудові мирного та стабільного суспільства.

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2. Путівник гендерної інтеграції у Збройних Силах України. Organization for Security and Co-operation in Europe, 2021. 236 с.

3. Rehn E., Sirleaf E. J. Women, War, Peace. New York, 2015. 167 p.

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PROFESSIONAL GROWTH OF WOMEN IN THE MILITARY SPHERE

The 21st century is associated with significant changes in the principles of development of socio-economic systems. These changes are not only influenced by globalization, the intensification of processes of a new type of industrialization, or the democratization of society [1]. They are also a consequence of the increasing crisis phenomena in the national and global economy, the growing number of military-political conflicts, revolutions, terrorist attacks resulting in loss of life. Additionally, climatic and man-made disasters add to human suffering. All of this generates numerous migration and social problems affecting both developed and developing countries. To counter contemporary large-scale threats, an adequate social institution is more necessary than ever, and such an institution in states exists – it is the military.

Therefore, creating a military institution capable of ensuring the security of individuals and society as a whole is a demand of the time. However, this requires reforming the military inherited from the past. We see that the Armed Forces of Ukraine are currently undergoing military reforms. Achieving the goal of these reforms involves addressing many complex issues, but the most challenging one is related to creating a new, adequate personality of a serviceman. Today, the

personnel of the Armed Forces of Ukraine are represented by male servicemen, female servicewomen, and a small number of civilian personnel.

Every year in Ukraine, the number of women joining the military increases because the integration of women into the armed forces is considered one of the directions of gender concept in defense institutions. The prerequisite for such integration is «a certain set of actions, both by the woman herself and the state, ideology, culture, societal norms, and its institutions aimed at involving a woman in the military environment as its full member and further creating a unified coherent system where the relations between women and men are determined by the social system of stability and balance [2].

The integration of women into the armed forces «can have two scenarios of development: either women adapt to the existing norms and orders there, which are traditionally masculine in nature, or by their presence, they change the structure and character of the army, making it as gender-neutral as possible.

The professional advancement of women in the military sphere in recent years has become not only relevant but also an integral component of modern armed forces. With the development of society and the change of stereotypes about gender roles, women have gained more opportunities for serving in the army and reaching the heights of military career.

The first thing worth noting is the expansion of women's access to various military specialties. Now they can choose not only medical, administrative, or psychological fields but also engage in combat training, engineering work, piloting, and other areas previously considered exclusively masculine.

The second important achievement lies in creating favorable conditions for the professional growth of women in military structures. This includes career advancement support programs, access to education and training, as well as a mentoring system where experienced military women assist younger colleagues in solving professional tasks.

An important aspect is the creation of equal opportunities for women and men in military service. This means excluding any form of discrimination, providing opportunities for balancing between service and family life, and creating special programs for mothers in service.

Governments and military leaders in many countries around the world have recognized the importance and potential of the female population in the military and are actively working on creating conditions for their successful professional growth. This not only promotes gender equality but also ensures a more effective and diverse defense force capable of responding to modern challenges and threats [3].

Through the active involvement of women in the military sphere, there is an expansion of manpower potential and an increase in the efficiency of military operations. Women bring their unique approaches and perspectives to solving strategic tasks, contributing to more flexible and innovative work in the military environment.

Taking into account the diverse abilities and skills inherent in women, their participation in the armed forces brings new perspectives. They demonstrate high efficiency in areas such as communication, medical assistance, reconnaissance, and negotiation. However, the professional development of women in the military sphere faces numerous challenges, including cultural stereotypes, limited opportunities for career advancement, and lack of support at the departmental level.

The increasing representation of women in the military sphere is also an important step in combating stereotypes regarding the role of women in society. They demonstrate their professional competence and ability to perform any tasks on par with men, debunking notions of «traditional» male and female professions.

However, to achieve full equality, the military sphere must continue to work on eliminating barriers that may hinder women's career advancement. The professional realization of women is complicated by the influence of gender stereotypes. Gender stereotypes not only create obstacles in the professional path of women in the military but also reinforce the barriers that exist for men. The most mentioned group of barriers hindering women are those directly related to career-building processes in the armed forces. It has been found that gender has a significant impact on them, exacerbating the already difficult conditions of military career building. Prejudice and stereotypes hinder women's professional growth, limiting them in professional information and access to military education, while command sexism hinders women from obtaining leadership positions and staying in them. Negative stereotypes regarding women's professional realization in the military not only create discrimination and a negative climate in the team but also influence the behavior and self-effectiveness of women, which can affect job performance. Women also demonstrate a

significant decrease in motivation under pressure and restrictions. In addition to the above, women face other barriers related to the lack of proper medical care and the negative impact on reproductive health. Established patterns regarding female roles also affect the personal lives of military women and harm personal relationships. The environment is not always ready to accept a woman's choice to serve in the military. Most women join the military without any special ambitions and hopes to build a career, however, despite the many obstacles and gender biases, they continue to serve, demonstrating that a military career is quite attractive for women [4].

In conclusion, the recognition of the importance of women in the military and efforts to facilitate their professional growth represent significant strides towards gender equality and the enhancement of military effectiveness worldwide. By actively engaging women in military roles, nations can tap into a broader talent pool, foster innovation, and adaptability, and ultimately build stronger defense forces capable of meeting the challenges of the modern world.

However, despite progress, significant barriers such as gender stereotypes, limited career opportunities, and lack of support persist, hindering the full realization of women's potential in the military. Overcoming these obstacles requires continued commitment from governments, military leadership, and society as a whole to address systemic issues and promote inclusivity and equal opportunity.

Ultimately, achieving true gender equality in the military will not only benefit individual women but also strengthen military institutions and contribute to broader societal progress. It is imperative to recognize and address the unique challenges faced by women in the military and create environments where all individuals, regardless of gender, can thrive and contribute to the defense and security of their nations.

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MODERN TRENDS AND PROBLEMS OF GENDER PARTICIPATION IN THE ARMY

Full-scale military aggression demonstrates that gender inequality can be situational and conditional. Conditions that existed in peaceful or semi-peaceful times before 2014 and from 2014 to February 24, 2022 (the day of full-scale invasion) are now impossible, and gender inequality in Ukraine, due to closed borders and mobilization of the male population, is simply unprecedented. Gender issues are part of the current level of modern discussions. However, the modern challenges and threats facing Ukrainian society add a particular sharpness to the perception of gender equality issues, gender stereotypes, leadership, and military aspects of this scientific topic [1, p. 85].

When we talk about gender, we often mean society's expectations of what roles men and women should fulfill. Gender is not just biological differences between men and women. Gender